

## Statements of Support for Policing Policies

### **ACLU-NJ (American Civil Liberties Union of New Jersey)**

*Jeanne LoCicero, Legal Director*

Regarding No-Knock Warrants Directive: “Though short of an all-out ban on no-knock warrants, this new policy provides meaningful limitations on their use and significant oversight for preventing greater abuse of a tactic that has been used to violate people’s rights. It will make New Jerseyans safer.”

Regarding Right to Record Police Activity Directive: “Far too many people who film police for accountability have been intimidated by police or charged with obstruction just for using their phone to record. The Right to Record Directive affirms the essential First Amendment right of New Jerseyans to document and even criticize police conduct. The Directive sends a critical message to law enforcement and communities alike and is an important step forward on New Jersey’s path to improving transparency and ensuring anti-racist policing practices.”

### **CPANJ (County Prosecutors Association of New Jersey)**

*Scott Coffina, CPANJ President; Burlington County Prosecutor*

Regarding No-Knock Warrants Directive: “Judicially-approved, “no-knock” search warrants are rarely used in New Jersey, but there are times when they are necessary to promote officer and civilian safety. The County Prosecutors recognize, however, that no-knock warrants present their own safety risks. This Directive by the Acting Attorney General strikes the correct balance, reducing that risk by requiring no-knock warrants to be executed by specially-trained tactical teams and ensuring greater oversight and accountability for their use.”

Regarding Diversity in Recruiting and Hiring Guidelines: “We appreciate Acting Attorney General Bruck offering these guidelines to maximize opportunities for law enforcement agencies to recruit and retain qualified police officers who reflect the diversity of the communities they serve. CPANJ appreciates how important it is to our residents and to the cause of justice that we have police officers—and prosecutors—who represent the rich variety of backgrounds of the people we serve, and look forward to working with the Attorney General’s Office, our local law enforcement agencies, and all other stakeholders to further the goals of the recent legislation.”

### **LAN (Latino Action Network)**

*Cuqui Rivera, Criminal Justice Reform Chair*

“LAN applauds the Attorney General’s Office for its commitment and inclusion of community engagement in the crafting of these important directives. As leaders in communities of color we understand how perception and diversity impact our lives on a daily basis and we look forward to collaborating with state, county and local law enforcement executives on ‘diversity in law enforcement’ outreach. We will continue to monitor the progress of recruitment and retention of women and minorities in these important roles.”

### **MALEA (Muslim American Law Enforcement Association)**

*Lt. Kamil Warraich, MALEA President*

“The Muslim American Law Enforcement Association welcomes the issuing of the Attorney General Guidelines regarding Diversity, Equity & Inclusion for the New Jersey law enforcement community. These guidelines are a step in the right direction to ensure law enforcement agencies represent the rich diversity within the communities we protect and serve. We appreciate the opportunity to provide input and value our continued partnership in striving to make New Jersey a national role model.”

**NAN (National Action Network)**

*Reverend Steffie Bartley, NAN Northeast Regional Director, Pastor, New Hope Memorial Baptist Church, Elizabeth, N.J.*

“National Action Network works closely with the police in the recruitment process to ensure diversity, and we fully support the Attorney General Guidelines to advance this important cause. We also applaud the Right to Record Directive, which will help further promote law enforcement transparency in the community. Regarding the No-Knock Warrants Directive, we support this action to carefully restrict these warrants, so as to keep everyone safe and prevent further instances like the Breonna Taylor case.”

**NJISJ (New Jersey Institute for Social Justice)**

*Andrea McChristian, Law & Policy Director*

“We applaud New Jersey for taking an important step in importing accountability into policing by protecting civilians’ right to record law enforcement conduct. As we have seen over the past few years, videos and recordings are critical tools in documenting police abuse and holding law enforcement accountable. This new directive will empower people to record without fear of intimidation or retaliation.”

**NJMOS (New Jersey Muslim Officers Society)**

*Detective II Mudduser Malik, NJMOS President*

“The New Jersey Muslim Officers Society supports the New Jersey Attorney General’s mission to improve diversity in law enforcement and its aim to reflect the population of the community while maintaining the highest standards of professionalism and training New Jersey law enforcement officers are recognized for on a national level. NJMOS is looking forward to collaborating with the AG’s Office to provide proactive solutions regarding the matter and promoting this honorable profession to the young men and women around the State of New Jersey.”

**NJSACOP (New Jersey State Association of Chiefs of Police)**

*John Zebrowski, NJSACOP President; Chief of Police, Sayreville Police Department*

“The new Recruitment Guidelines issued by Acting Attorney General Bruck are the product of a highly collaborative process between key stakeholders in law enforcement and community leaders that ensures agency accountability through policies and practices that are specific, measurable, and time-based.”

**NJWLE (New Jersey Women in Law Enforcement)**

*Megan Flanagan, NJWLE President*

“The membership of New Jersey Women in Law Enforcement appreciates the proactive approach by Acting Attorney General Bruck and his team to directly impact the future of policing by implementing a

policy that will help guide the recruitment and retention of qualified women to the heroic profession of law enforcement. By being able to represent the community through the hiring of qualified candidates, we can continue the tradition of excellence in policing for the State of New Jersey. Promoting diversity is essential to building better relationships with our community and New Jersey Women in Law Enforcement is extremely appreciative that we were asked to contribute to this essential policy.”

**NOBLE (National Organization of Black Law Enforcement Executives)**

*Jiles H. Ship, President NOBLE New Jersey; Past National President, NOBLE*

Regarding Diversity in Recruiting and Hiring Guidelines: “The National Organization of Black Law Enforcement Executives has worked with the Legislature over the past five years to increase diversity in law enforcement agencies throughout New Jersey. From our years of experience, we know that police agencies that are rich in diversity are simply more likely to garner individual trust among a group of citizens, because the agency is reflective of the community and is inclusive of officers of many backgrounds and experiences. We applaud Acting Attorney General Bruck for his efforts to make this a reality and we look forward to working with him.”

Regarding Right to Record Police Activity Directive: “Transparency in law enforcement agencies is particularly important because the agencies exercise discretionary power and require significant trust from the public. If police officers are engaging in misconduct or failing to protect civilians from violence, we must be able to discover it and determine how to improve policing. This also helps to ensure the safety of the officer.”

**STFA (State Troopers Fraternal Association)**

*Wayne Blanchard, STFA President*

“Over the past 18 months, the STFA leadership has been proud to work with so many other stakeholders in implementing common sense criminal justice reform and improvement, which will help rebuild transparency and trust in law enforcement, while balancing the safety and rights of our membership.

“We have always maintained that the brave men and women of the New Jersey State Police who serve in the State of New Jersey, are the most professional and highly trained police officers in the nation. Beyond that, we feel the structure in our state’s law enforcement agencies promotes great transparency and accountability. We do realize that there is always room for improvement in policy and performance, and today, we stand proud to partner with the Office of the Attorney General, in having input on these three major policy announcements.

“We are honored to have been given an opportunity to give significant input into the creation of these policies and in particular the regulation of ‘no-knock’ search warrants. Many of the provisions in this policy are as a result of the best practices already being performed by our troopers when executing ‘no-knock’ warrants. This policy provides further accountability by establishing strict oversight of the application, execution, and tracking of ‘no-knock’ warrants, which we believe shall establish immediate trust, transparency, and greater accountability statewide.

“We have been delighted to see the New Jersey State Police graduate immensely diverse recruit classes, especially in the last five to 10 years. The STFA leadership strongly supported the legislation which serves as the foundation for the Office of the Attorney General’s new Guideline on Promoting Diversity in Law Enforcement Recruiting and Hiring. We believe the legislation and policy will continue to enhance

our efforts to recruit diverse and talented men and women to serve in our ranks and be reflective of the diverse population within our great state.

“Finally, as part of the service to the citizens of our state, as troopers we pride ourselves on preserving the rights and dignity of each and every individual we encounter. We believe in the final product of the Office of the Attorney General’s First Amendment recordation policy. This policy provides great balance between the protection of our citizens’ rights, while giving clear guidelines to law enforcement that will allow them to perform their duties in a safe and constitutionally sound manner.”

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